



SUSD SELF-INSURANCE TRUST BOARD MEETING September 18, 2025

SHANNON CROSIER, ADMINISTRATOR
SCOTTSDALE UNIFIED DISTRICT
7575 E. Main Street



**Thursday, September 18, 2025
Scottsdale USD Self-Insurance Trust Board**

**SELF-INSURANCE TRUST BOARD MEETING
SCOTTSDALE UNIFIED SCHOOL DISTRICT NO. 48
Ed. Center 7575 E. Main Street, Room Old Main, Scottsdale, Arizona 85251**

**4:00 PM
Doors open at 3:30 PM
480-484-6200
www.susd.org**

TRUSTEES - 2025-2026 Self-Insurance Trust Board:

**Shannon Crosier, Trust Board Administrator and Chairperson
Mike Sharkey, Trustee and Governing Board Member
Craig Hazeltine, Trustee
Kathy Steadman, Trustee**

PURSUANT TO A.R.S. Section 38-431.02, notice is hereby given to the Scottsdale Self-Insurance Trust Board and to the general public that the Self-Insurance Trust Board will hold a public Meeting at 4:00 pm, Ed Center, 7575 E. Main Street, Room Old Main, Scottsdale, AZ 85251.

Members of the SUSD Self-Insurance Trust Board and non-Board member participants may participate in the meeting in-person, via an online platform, or may participate by telephonic communication. Persons with a disability may request reasonable accommodations by contacting Ms. Jill Olivas, Senior Executive Assistant to the Chief Financial Officer, at 480-484-6147. Accommodations should be requested two working days prior to the meeting to allow time for the District to arrange for the accommodation.

1. MEETING NOTICES

A. Please Note: PURSUANT TO A.R.S. §38-431.03(A)(3), THE SELF INSURANCE TRUST BOARD MAY VOTE TO CONVENE IN EXECUTIVE SESSION, WHICH WILL NOT BE OPEN TO THE PUBLIC, FOR DISCUSSION OR CONSULTATION FOR LEGAL ADVICE WITH THE GOVERNING BOARD'S ATTORNEY ON AN ITEM THAT IS LISTED ON THIS AGENDA.

B. BOARD PACKET MATERIAL AVAILABLE TWENTY-FOUR (24) HOURS IN ADVANCE OF THE MEETING, AT THE SCOTTSDALE UNIFIED SCHOOL DISTRICT, ED CENTER, 7575 E. MAIN STREET, SCOTTSDALE, AZ 85251.

C. Public Comments at Self-Insurance Trust Board Meetings

2. OPENING OF MEETING

A. Call to Order

B. Roll Call

C. Approval of Agenda - Board Action Required

D. Public Comments

3. BUSINESS OF THE MEETING

- A. Approval of Minutes from May 29, 2025 Meeting - ACTION
- B. Insurance RFP Update - INFORMATION
- C. Property/Casualty/Workers Comp Claims Report (ARRT) - INFORMATION
- D. Medical Claims/Financial Reports - INFORMATION
- E. Trust Financial Update - INFORMATION
- F. Future Agenda Items
- G. Dates of Upcoming Meetings - December 11, 2025, March 12, 2026, May 28, 2026
- H. Adjournment

NOTICE AND AGENDA
SELF-INSURANCE TRUST BOARD MEETING SCOTTSDALE
UNIFIED SCHOOL DISTRICT NO. 48

**Ed Center, Room - Old Main, 7575 E. Main, Scottsdale, AZ 85251
September 18, 2025 at 4:00 PM**

PURSUANT TO A.R.S. §38-431.02, notice is hereby given to the members of the Scottsdale Self-Insurance Trust Board and to the general public that the Self-Insurance Trust Board will hold a public Meeting on **Thursday, September 18, 2025 at 4:00 PM, Ed Center, 7575 E. Main Street, Room Old Main, Scottsdale, AZ 85251. Doors open at 3:30 pm.**

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- A. Call to Order
- B. Roll Call
- C. Approval of Agenda – Board Action Required – Action
- D. Public Comments
 - a. Public Comments on Agenda, Non-Agenda Items, Information/Discussion Items, and Action Items

INFORMATION/DISCUSSION AND POSSIBLE ACTION

- A. Approval of Minutes from May 29, 2025 Meeting – Action
- B. Insurance RFP Update - Information
- C. Property/Casualty/Workers Compensation Claims Report (ARRT) – Information
- D. Medical Claims/Financial Reports – Information
- E. Trust Financial Update – Information
- F. Future Agenda Items
- G. Dates of upcoming Meetings - December 11, 2025, March 12, 2026, & May 28, 2026.
- H. Adjournment

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Date Posted September 12, 2025

Action:

Approval of Self-Insurance Trust Meeting Minutes of May 29, 2025.

Submitted by:

Shannon Crosier, Chairperson and Administrator

RECOMMENDATION:

It is recommended that the Self-Insurance Trust Board approve the Self-Insurance Trust Meeting Minutes of May 29, 2025.

BACKGROUND:

Minutes were taken at the May 29, 2025 Self-Insurance Trust Board meeting.

**MINUTES OF THE SELF-INSURANCE TRUST BOARD MEETING
SCOTTSDALE UNIFIED SCHOOL DISTRICT NO. 48
Ed Center, Room - Old Main, 7575 E. Main St., Scottsdale, AZ 85251
May 29, 2025, at 4:00 PM**

The Self-Insurance Trust meeting was called to order at **4:02** pm on May 29, 2025.

I. Call to Order – Shannon Crosier, Trust Board Administrator called the meeting to order.

II. Roll Call–

The Board Trustees in attendance were, Shannon Crosier, Trust Board Administrator, Mike Sharkey Trustee and Governing Board Vice President, & Craig Hazeltine, Trustee, Tony Elder (Online @ 4:08), Trustee, Kathy Steadman, Trustee (Online @ 4:08). A quorum was present.

Absent: All in attendance

Approval of Agenda– Mike Sharkey moved to approve the agenda as presented, Craig Hazeltine seconded the motion. The motion was approved with a vote of 3– 0.

Public Comments – There were no public comments

INFORMATION/DISCUSSION AND POSSIBLE ACTION

A. Open Meeting Law Overview – Information

Nick Buzan, General Counsel, was unavailable to present Open Meeting Law and how it pertains to the board, so Shannon Crosier briefly went over the presentation and answered questions.

B. Approval of SUSD Self-Insurance Trust Minutes from March 27, 2025 Meeting. - Action

No discussion, Minutes stand as submitted.

Mike Sharkey Moved to Approve the Scottsdale USD Self-Insurance Trust Meeting Minutes of March 27, 2025. Shannon Crosier Seconded the motion. Kathy Steadman abstained. The motion was approved with a vote of 4 -1.

C. Approval of Proposed Self-Insurance Trust Board Meeting Dates for 2025-2026 – Action

Craig Hazeltine Moved to Approve the Proposed Self-Insurance Trust Board Meeting Dates for 2025-2026. Mike Sharkey Seconded the motion. Tony Elder abstained. The motion was approved with a vote of 4 - 1.

D. Approval of Worker's Compensation Premium FY25/26 – Action

Jessica Schuler presented the information for the Worker's Compensation Premium.

Mike Sharkey Moved to Approve Worker's Compensation Premium FY25/26. Kathy Steadman Seconded the motion. The motion was approved with a vote of 5-0.

E. Approval of Property and Casualty Premium FY25/26 – Action

Jessica Schuler presented the information for the Property and Casualty Premium.

Mike Sharkey Moved to Approve Property and Casualty Premium FY25/26. Kathy Steadman Seconded the motion. The motion was approved with a vote of 5-0.

F. Approval of Investments – Action

Shannon Crosier and Tyler Tayrien (Wells Fargo) presented information on the investment account for Scottsdale Unified School District – Medical. Recommendation to keep \$5 million dollars liquid and reinvest the maturities that expire in May, July, & November.

Shannon Crosier Moved to Approve the Investments for the Medical, Property, and Worker's Compensation accounts for Scottsdale USD. Kathy Steadman Seconded the motion. The motion was approved with a vote of 5-0.

G. Approve the Recommended Minimum and Maximum of the Trust Accounts – Action

Discussion took place on what the proper minimums and maximums should be going forward.

Recommended Minimum of \$12 million dollars for the Medical account and \$1 million dollars for the Property account.

Mike Sharkey Moved to Approve the Recommended Minimum of \$12 million dollars for the Medical account and \$1 million dollars for the Property account. Craig Hazeltine Seconded the motion. The motion was approved with a vote of 5-0.

H. Property/Casualty/Workers Comp Claims Report (ARRT) – Information

Jessica Schuler from the Trust presented financial reports concerning Property/Casualty and Worker's Compensation.

24/25 Property and Liability Premium: \$ 2,744,960

24/25 Workers' Compensation Premium: \$ 969,937 (Est)

24/25 Health Benefits Premium: \$21,099,818 (Est)

- Total number of claims processed as of 4/30/2025: 74
- Total incurred as of 4/30/2025: \$1,442,806

2025/2026 Trust Renewal Updates

Coverage	2025/2026 Trust Rates	2025/2026 Commercial Market*
General/Professional Liability	~8%	Flat to 30% increase
Auto Liability	~2%	Flat to 30% increase
Property	~3%	5% to 20% increase
Cyber Liability	~5%	1% decrease to 1% increase

2024/2025 Trust Renewal Updates

- 2025/2026 Contribution Estimate \$2,877,769
- 2024/2025 Contribution: \$2,774,960
- 4.84% Increase
- Trust Loyalty Credit (3%)
 - District is on track to receive approximately \$82,349

2024/2025 Alliance Rating Retrospective Plan

	Estimate	Actual (as of 2/28/25)
○ Incurred Losses*	\$685,825	636,551
○ Unallocated Loss Adjustment Expense*	\$139,420	129,403
○ Administrative Expense	\$ 74,213	74,213
○ Excess Insurance and Tax Expense	\$ 50,704	50,704
○ Contribution to Net Position*	\$ 19,775	19,775
○ Total	\$969,937	\$910,646

*Based on actual payroll, to be reported in July 2025 *Loss rated at 90%

Alliance Rating Retrospective Plan

- As of 4/30/2024, the district is trending at 94% of estimates.
- Alliance staff will continue to provide quarterly updates on Scottsdale's performance.
- A final adjustment based on actual losses and payroll will be conducted in July 2025.

Alliance Contribution History

Year	Rating Model	Contribution Valued as of 5/31/2024	Retro Contribution: Original Estimate
2024/2025	Retrospectively Rated	*910,646	969,937
2023/2024	Retrospectively Rated	*805,071	913,306
2022/2023	Retrospectively Rated	*785,352	914,446
2021/2022	Retrospectively Rated	*884,769	927,440
2020/2021	Retrospectively Rated	*643,014	860,358
2019/2020	Guaranteed Cost	433,325	839,973
2018/2019	Guaranteed Cost	958,573	N/A

*Estimated contribution. Loss elements are adjusted for 5 years

5:35 pm Kathy Steadman left the meeting.

PPA/TIP Balance

- Trust Prepaid Account Balance as of 4/30/2025 - \$ (23,000)
- Trust Investment Pool Balance as of 4/30/2025 - \$ 46,027

2025/2026 Renewal Dates

- November: Trust Values Collection released
- December: Cyber Values Collection released
- February: Alliance Values Collection released Estimates
- March-April: 25/26 contribution estimates sent to members
- June 30: 25/26 renewal forms due to the Trust

I. Medical Claims/Financial Reports – Information

Jeremy Larson and Elizabeth Vesely presented financial and health reports from Kairos Health Arizona Plan Overview

- 1,814 Employees
- 2,411 Participants
- 42 Average Age
- Medical Plan Spend 22% decrease over 23/24 (YTD through March 31, 2025)
- Pharmacy Spend 2% increase over 24/24 (YTD through March 31, 2025)
 - Top 5 Providers: Mayo Clinic Hospital, Scottsdale Healthcare Shea, Honor Health Osborn, Phoenix Children's Hospital, Honor Health J.C. Lincoln
 - #1 Condition – Cancer 23/24 \$2,024,489 and 24/25 at \$941,848
 - Top 5 Conditions
 - Cancer, Health Status/Encounters, Musculoskeletal disorders, Gastrointestinal disorders, Cardiac Disorders

Plan Cost & Network Utilization

- 2024-2025: \$520 PMPM
- 2023-2024 \$551/ Benchmark: \$515
- Prescription Spend
 - Top 5 Traditional: Diabetes, Pain/Spasms, Allergy/Asthma/Cold, Mental Health, Immunizing Agents
 - Top 5 Specialty: Chronic Inflammatory Disease, Oncology, Orphan Drugs, Multiple Sclerosis, HIV/AIDS (61% of the spend)

- Preventive Screenings
 - Colorectal Cancer Screen 45+ 6 Point Increase
 - Cervical Cancer Screen 21+ 3 Point Increase
 - Flu Vaccine No Change
 - Mammography Screen 40+ No Change
- EAP utilization – ComPsych Service – 88 total member engagement (7/1/24-4/30/25)
 - Counseling/Behavioral Health: 71
 - Family source: 2
 - Financial connect: 0
 - Health and Well-Being: 2
 - Health Care Navigation: 0
 - Legal Connect: 13
- Kairos Pro Navigators – Engaged participant count 2024-2025 YTD – 160/192 (Successful/Overall), 2023/2024 – 129/172 (Successful/Overall)
- Participant Engagement Rate – Closed Cases
 - 2024/2025 83%
 - 2023/2024 75%
 - Industry standard 13%
- Customer Service – 48 Total Participants Assisted
 - Benefits 20
 - Nurse Navigator 14
 - ID Card 8
 - Claims 4
 - Cobra 2
- Executive Summary
 - Highlights
 - Pharmacy claims have remained consistent compared to last year, only slight increase.
 - Medical claims are trending downward.
 - Large claims over \$50K represent 47% of spend, down from 53% from 2023-2024.
 - Updates
 - Aware Health virtual physical therapy has been very successful to date, with 335 visits completed, including 2 on-site campus dates.
- Recommendations
 - Engagement with nurse navigator and participant advocate teams
 - Preventive health screenings for early detection and avoidance of high-cost claims
 - Promotion of EAP services
 - Promotion of Aware Health virtual physical therapy

J. Trust Financial Update – Information

Shannon Crosier presented the Checking and Investments Accounts for Fiscal Year 2024-2025 as of April 30, 2025.

- Total Ending Balance in each of the three Checking accounts as of April 30, 2025:
 - Medical \$ 2,533,161.16
 - Property/Casualty \$ 76,075.34
 - Workman's Comp \$ 221,512.76
 - **TOTAL** **\$ 2,830,749.26**
- Total in each of the three Investment accounts as of April 30, 2025:
 - Medical \$ 17,748,131.71
 - Property/Casualty \$ 2,837,526.80
 - Workman's Comp \$ 7,316,624.56
 - **TOTAL** **\$ 27,632,283.07**

- **Total All Accounts:**
 - Medical \$ 20,011,292.87
 - Property/Casualty \$ 2,913,602.14
 - Worker's Comp. \$ 7,538,137.32
 - **TOTAL \$ 30,463,032.33**

Tyler Tayrien from Wells Fargo presented the Financial Market Investment Update.

Three investment accounts as of 04/30/2025:

- Medical - 24 Securities/Accounts – 17,560 million (3.36% Book Yield & Market Yield 4.20%)
 - Unrealized Loss (\$82) without accrued Interest.
 - Cash Flow 14,460,000
- Worker's Compensation - 9 Securities/Accounts - 7.338 million (3.20% Book Yield & Market Yield 4.28%)
 - Unrealized Loss (\$22) without accrued Interest.
 - Cash Flow \$7,342,000
- Property and Casualty – 2 Securities/Accounts – 2.857 million Portfolio Size (3.02% Book Yield & Market Yield 4.25%)
 - Unrealized Loss (\$20) without accrued Interest.
 - Cash Flow \$2,867,000

K. Future Agenda Items – No items added

L. Dates of Upcoming Meetings – September 18, 2025, December 11, 2025, March 12, 2026, & May 28, 2026.

M. Adjournment –

At **6:08** pm, Shannon Crosier Moved to adjourn the meeting. Mike Sharkey Seconded the motion. The motion was approved with a vote of 4 – 0.

Dated this 29th day of May 2025.

Information/Discussion:

Insurance RFP Update

Submitted by:

Shannon Crosier, Chairperson and Administrator

BACKGROUND:

Shannon Crosier will present an insurance RFP update.

Information/Discussion:

Property/Casualty/Worker's Comp Claims Report (ARRT)

Submitted by:

Shannon Crosier, Administrator

BACKGROUND:

Financial reports and presentations concerning Property/Casualty and Worker's Compensation from The Trust – Jessica Schuler, Kendra Callaghan, or Lily Leonard.

Scottsdale Unified School District Trust Board Meeting

Trust and Alliance

September 18, 2025



Note: Approval of membership in the three pools may be granted by the Scottsdale Governing Board.

Scottsdale USD Governing Board

Scottsdale USD Trust



Property and liability coverage A.R.S. 11-952.01(A)

Coverages provided:

- General Liability
- Professional Liability
- Auto Liability
- Excess Liability
- Administrative Practices Liability
- Cyber Liability
- Auto Physical Damage
- All-Risk Property
- Commercial Crime
- Equipment Breakdown
- Storage Tank Liability
- Pre-Paid Legal Services
- Unemployment Insurance

25/26 premium: \$2,877,769



Workers' compensation coverage A.R.S. 11-952.01(B)

Coverages provided:

- Workers' Compensation
- Employer's Liability

25/26 premium: \$877,348 (est)



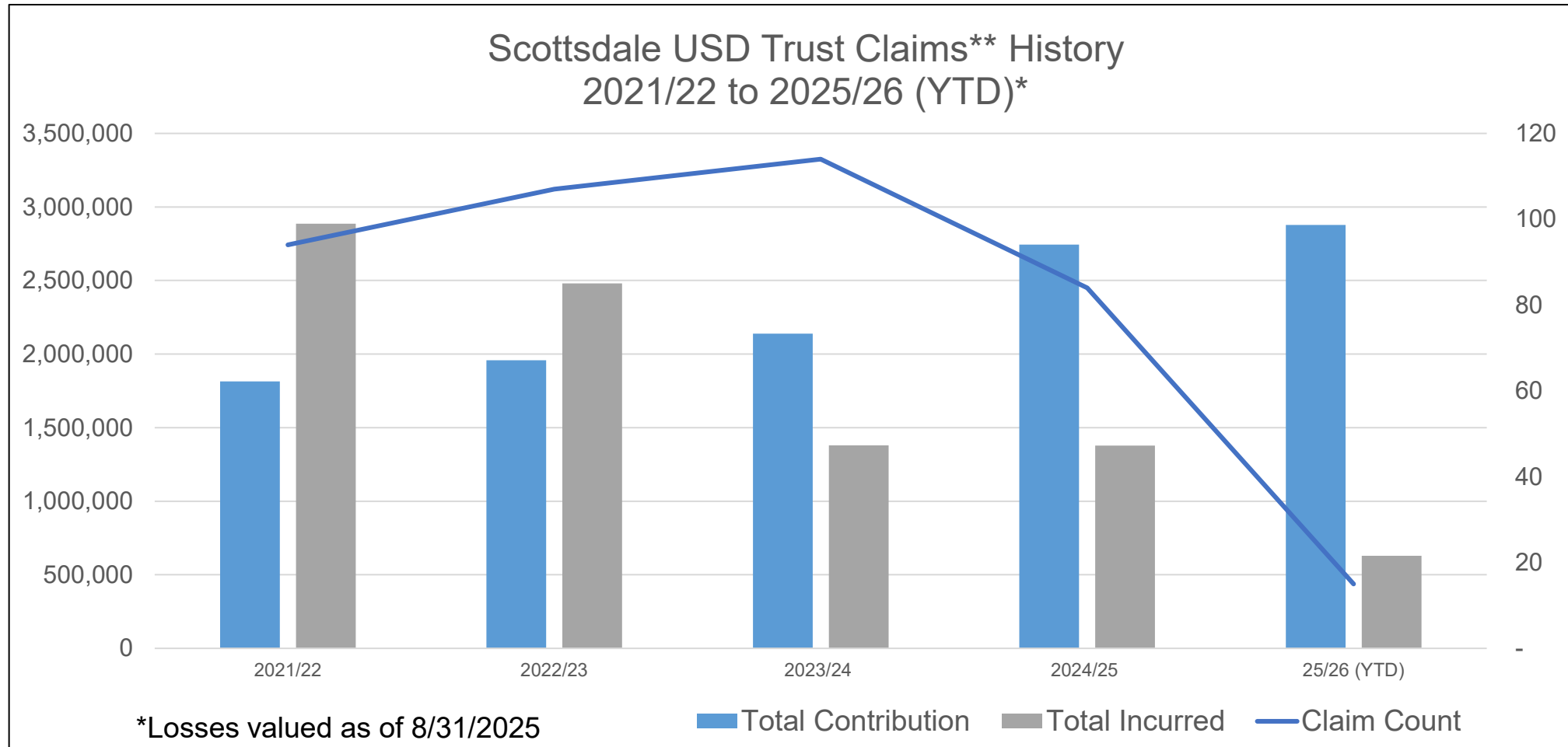
Health benefits coverage A.R.S. 11-952.01(C)

Coverages provided:

- Medical/Pharmacy
- Health Savings Account
- Dental
- Vision
- Basic Life Insurance
- Voluntary Life Insurance
- Accidental Death Insurance
- Short Term Disability
- Accident Insurance
- Hospital Indemnity
- Critical Illness
- Legal Assistance
- Pet Insurance
- Employee Assistance Program
- Cobra Administration
- Flexible Spending Account

25/26 premium: \$20,516,418 (est)

Trust Claims



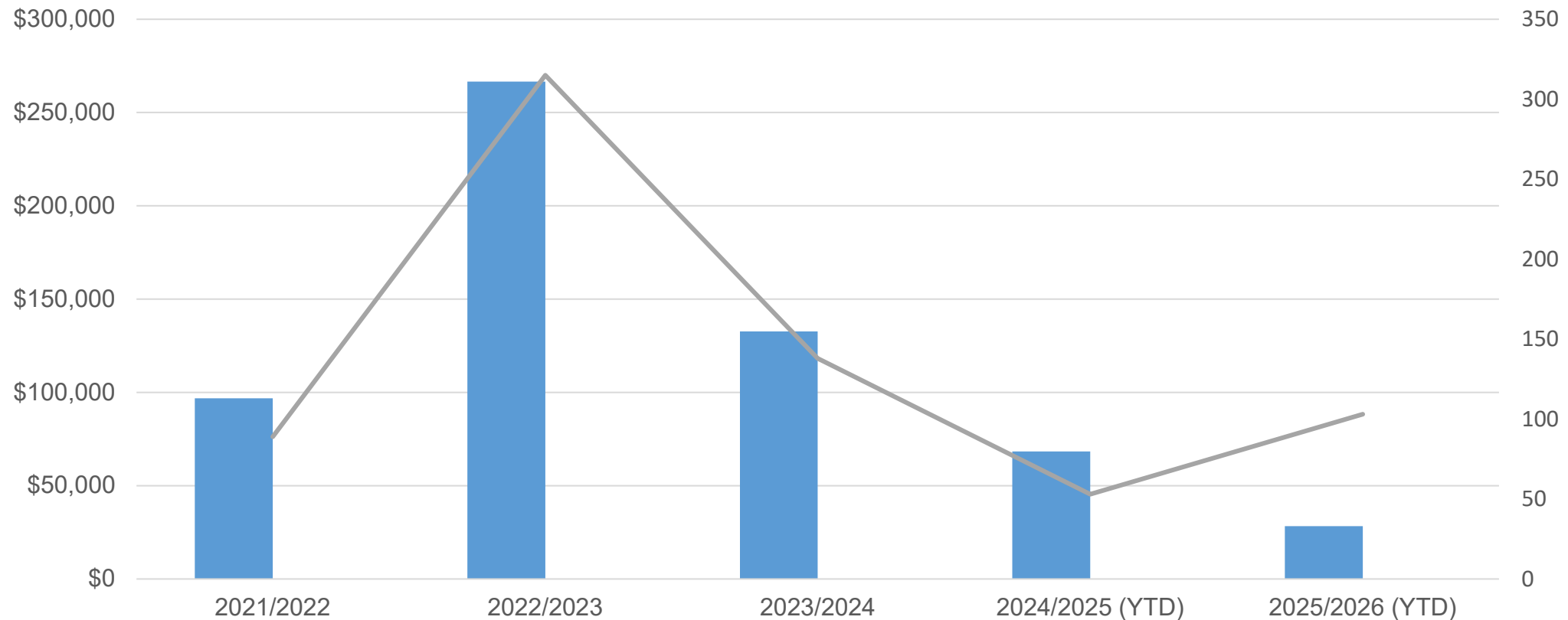
**Does not include Prepaid Legal

Trust Claims Summary for 2025/2026

- Total number of claims processed as of 8/31/2025: 15
- Total incurred as of 8/31/2025: \$629,576

Trust Pre-Paid Legal Overview

2021/22 to 2025/26 (YTD)*



*Valued as of 8/31/2025

Paid PPL File Count



Alliance Rating Retrospective Plan

- Scottsdale joined retro plan effective July 1, 2019
- Designed for members with a higher appetite for risk
- Member pays for losses and various expenses (admin, excess insurance, tax, contribution to surplus)

Alliance Rating Retrospective Plan

2025/2026 retrospective rating program contribution

• Incurred Losses*	\$611,089
• Unallocated Loss Adjustment Expense*	\$132,017
• Administrative Expense	\$68,288
• Excess Insurance and Tax Expense	\$47,331
• Contribution to Net Position	<u>\$18,623</u>
• Total	\$877,348

*Loss rated at 90%



Alliance Rating Retrospective Plan

Rating Element	Estimate	Actual (as of 8/31/2025)
Incurred Losses & ALAE	611,089	22,780
ULAE	132,017	3,855
Admin Expense*	68,288	68,288
Excess Insurance & Tax Expense*	47,331	47,331
Contribution to Net Position*	18,623	18,623
Total	877,348	160,871

*Based on actual payroll, to be reported in July 2026.



Alliance Rating Retrospective Plan

- As of 8/31/2025, the district is trending at 18% of estimates.
- Alliance staff will continue to provide quarterly updates on Scottsdale's performance.
- A final adjustment based on actual losses and payroll will be conducted in July 2026.

Alliance Contribution History

Year	Rating Model	Contribution: Valued as of 6/30/2025	Retro Contribution: Original Estimate
2024/2025	Retrospectively Rated	1,069,150*	969,337
2023/2024	Retrospectively Rated	776,832*	913,306
2022/2023	Retrospectively Rated	779,051*	914,446
2021/2022	Retrospectively Rated	884,769*	927,440
2020/2021	Retrospectively Rated	643,014	860,358
2019/2020	Retrospectively Rated	433,325	839,973
2018/2019	Guaranteed Cost	958,573	N/A

*Estimated contribution. Loss elements are adjusted for 5 years.



PPA/TIP Balances

- Trust Prepaid Account Balance as of 07/30/2025
 - \$113,559
- Trust Investment Pool Balance as of 07/30/2025
 - \$46,322

Contact Information

Jessica Schuler

jschuler@the-trust.org

602.200.2405



Information/Discussion:

Kairos Health of Arizona Report

Submitted by:

Shannon Crosier, Chairperson and Administrator

BACKGROUND:

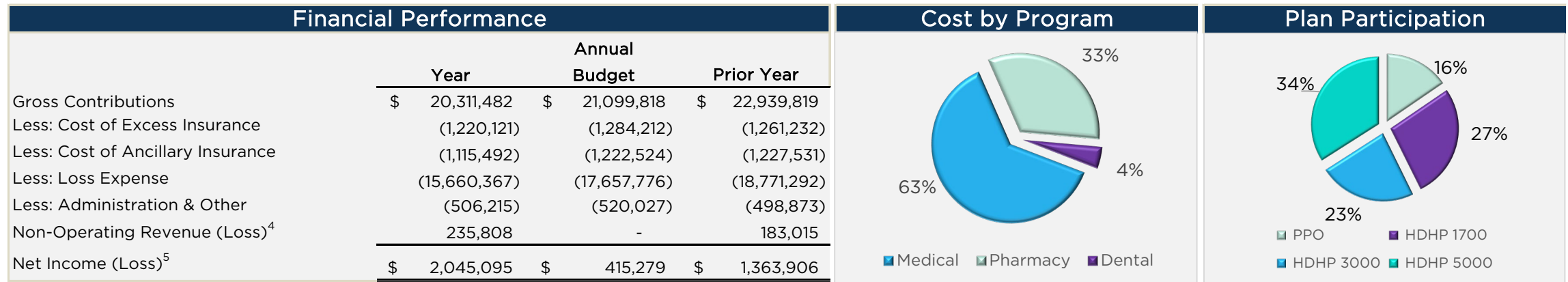
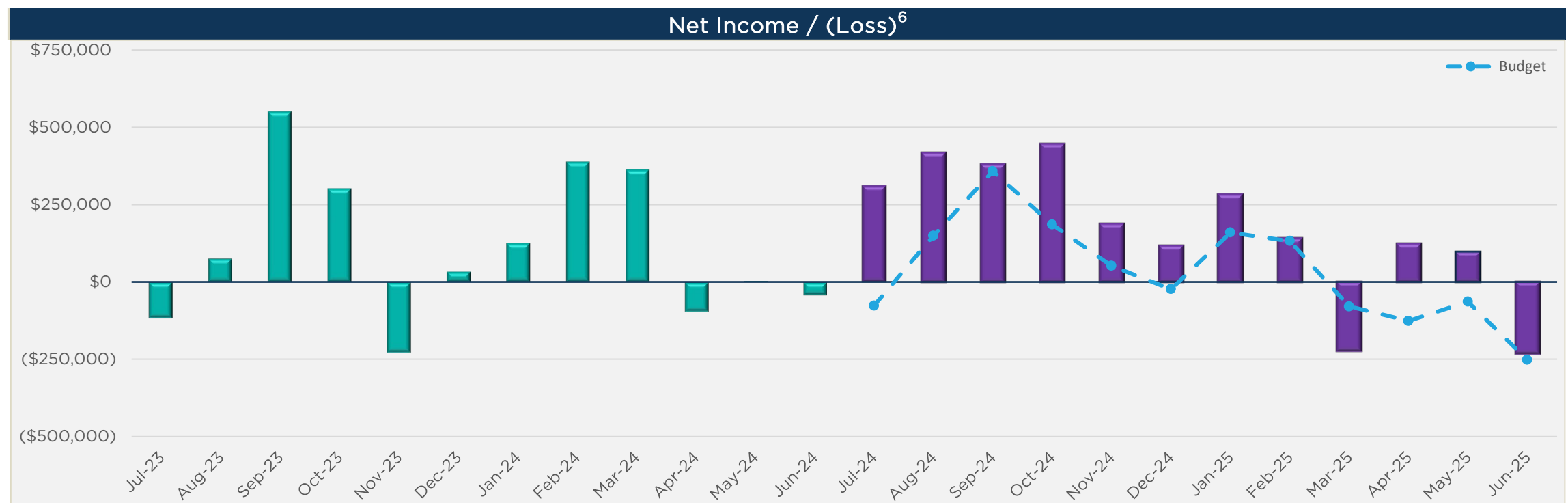
Presentation of financial and health reports from Kairos Health Arizona – Jeremy Larson, Jennifer Sherman, Elizabeth Vesely, and Tonya Buffi.

Scottsdale USD Benefit Plan Reporting

Reporting period 7/1/2024–6/30/2025

September 18, 2025

FINANCIALS



Loss Ratio ¹	Expense Ratio ²	Combined Ratio ³	Annual Increase in Net Position	Net Position	Annual Net Investment Income	Employees	Lives
82.6%	7.3%	89.9%	\$2,045,095	\$1,772,980	\$235,808	1,795	2,410

¹ Calculated as (net incurred losses) / (net contributions).

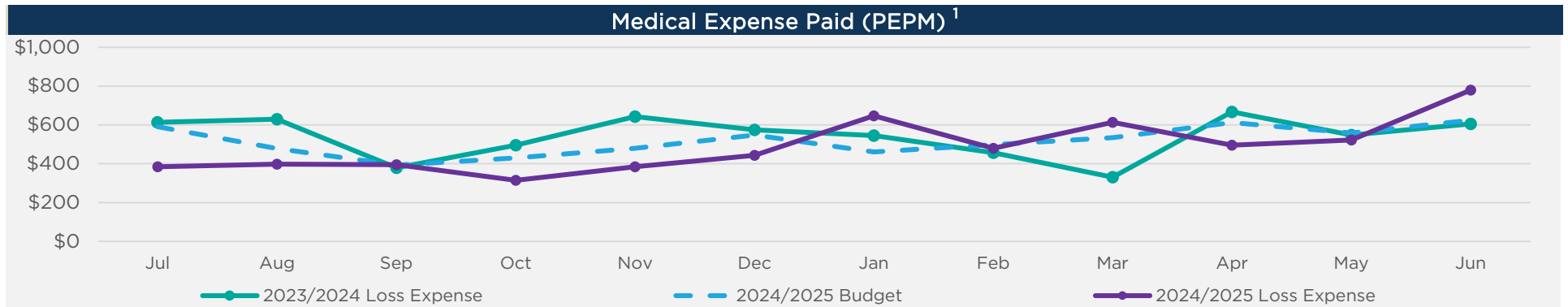
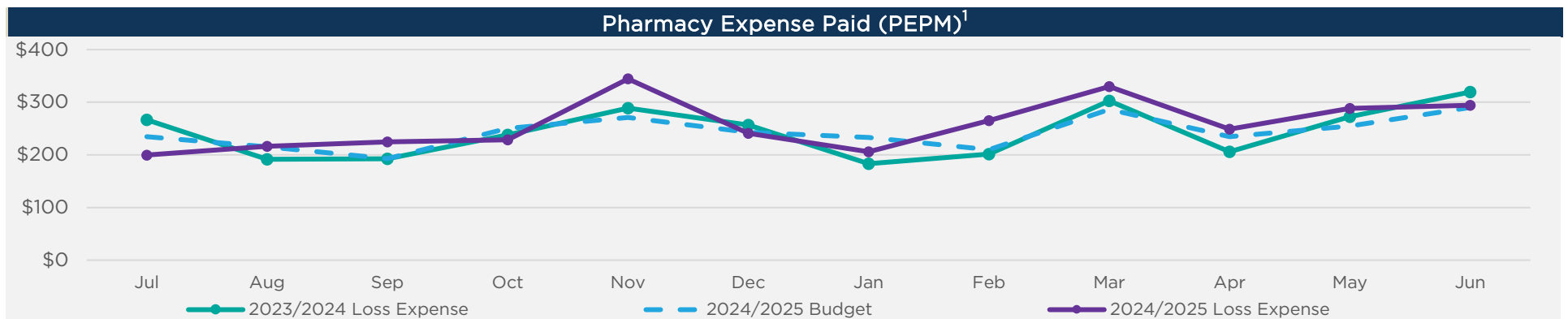
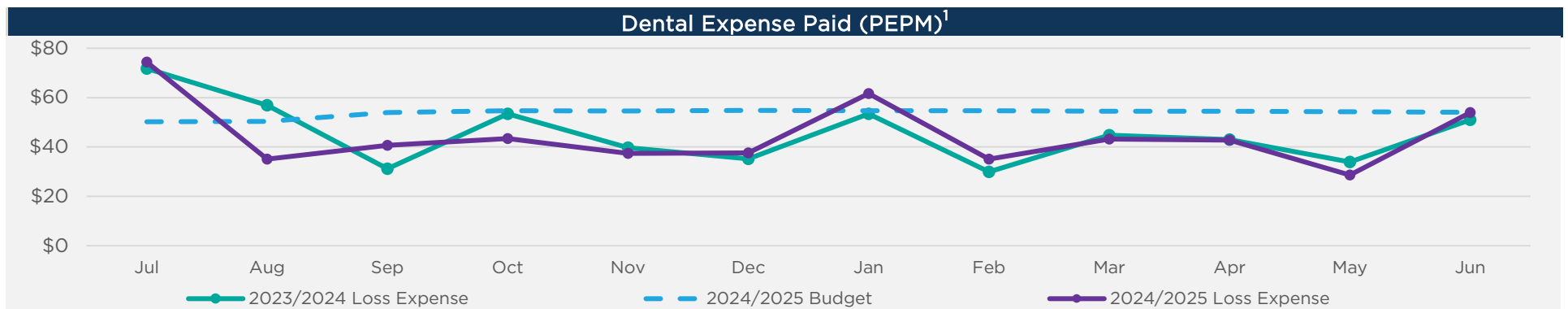
² Calculated as (non-loss expenses) + (loss adjustment expense) / (net contributions).

³ Calculated as (loss ratio + expense ratio). Investment Income is not included in the calculation.

⁴ Kairos does not budget for Self-Funded investment income.

⁵ Due to Scottsdale USD holding a large medical trust balance, Scottsdale USD has strategically decided to limit annual rate increases to lower this trust balance.

⁶ May 2024 Net Loss too small to be reflected on the chart.



¹ Loss expense and budget excludes IBNR and Rx rebates.

UTILIZATION

PLAN OVERVIEW

DEMOGRAPHICS

1,860
Employees

2,486
Participants

41
Average Age

1.3
Avg. Family Size

64% Female
36% Male

1,990
Prior

2,783
Prior

42
Prior

1.4
Prior

64% Female
36% Male

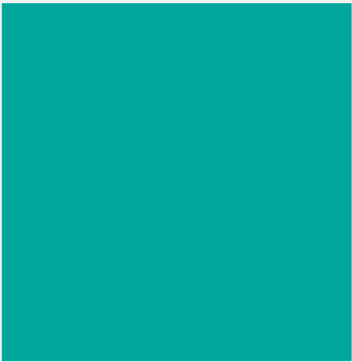
17% decrease
from
2023-2024

Medical Plan Spend



2024-2025

\$12,814,952



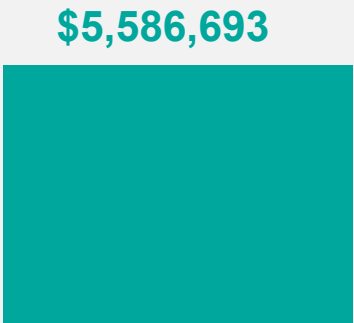
2023-2024

< 1% decrease
from 2023-2024

Pharmacy Spend



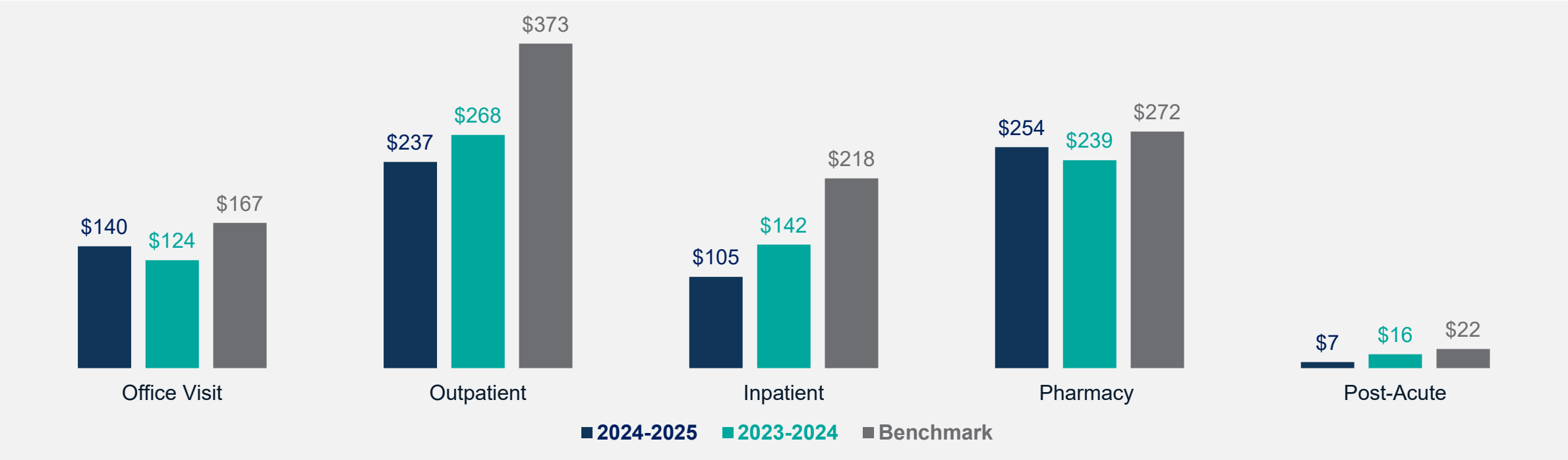
2024-2025



2023-2024

PLAN COST & NETWORK UTILIZATION

2024–2025: \$744 PEPM
2023–2024: \$788 / Benchmark: \$1,051



MEDICAL SPEND

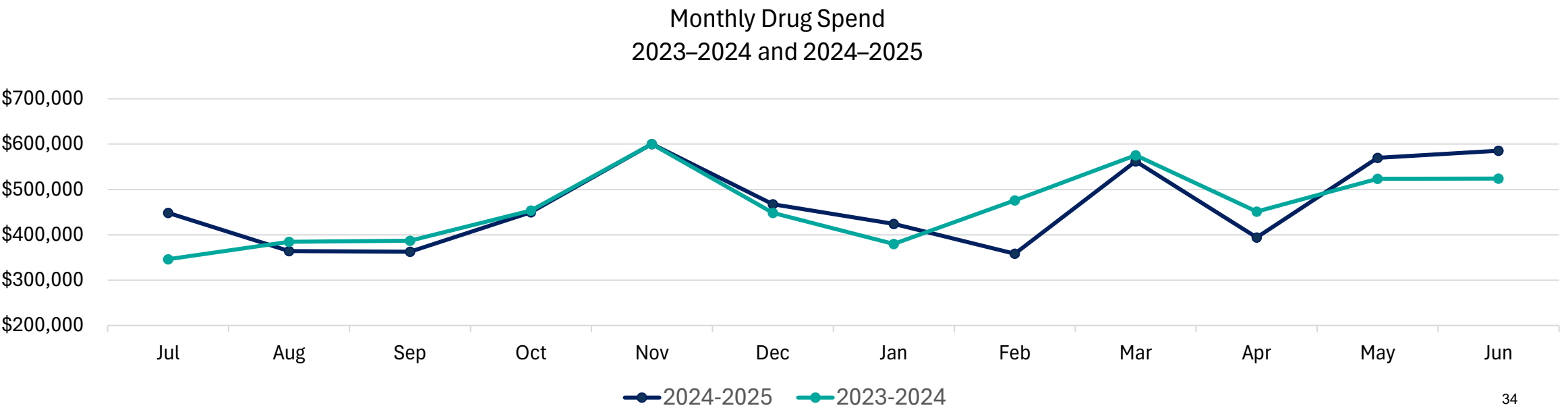
TOP 5 PROVIDERS



Top 5 Conditions	2024–2025	2023–2024	Prior Rank
Cancer	\$1,145,110	\$2,279,811	1
Health Status/Encounters	\$1,072,062	\$1,256,394	2
Cardiac Disorders	\$1,041,404	\$687,292	7
Musculoskeletal Disorders	\$929,262	\$1,067,598	4
Gastrointestinal Disorders	\$919,087	\$1,219,400	3

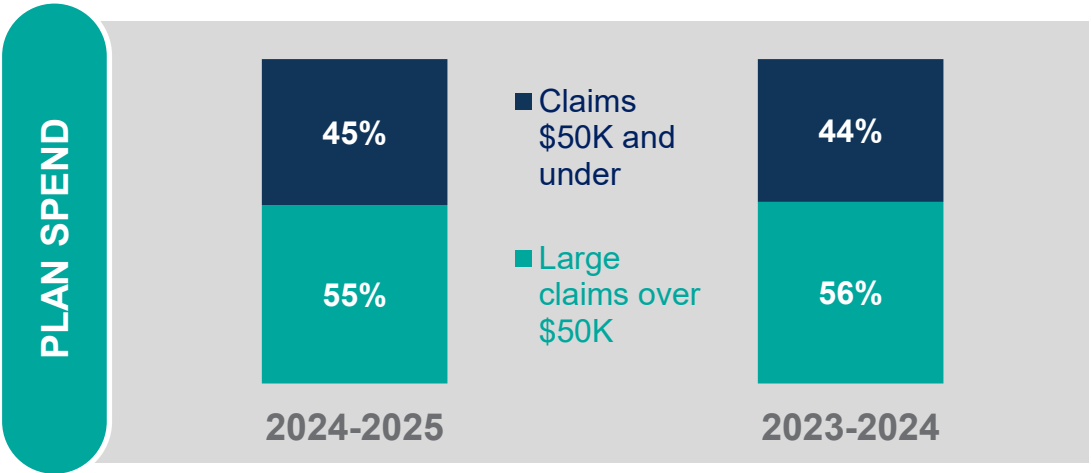
PRESCRIPTION SPEND

Top 5 Drugs	Drug Class	Paid	PEPM	Paid/Script	Prior Rank
Pomalyst	Immunomodulatory Agent	\$512,815	\$23.49	\$23,310	2
Spinraza	Neuromuscular	\$293,016	\$13.42	\$146,508	1
Mounjaro	Diabetes	\$289,742	\$13.27	\$1,311	11
Ozempic	Diabetes	\$258,659	\$11.85	\$1,105	3
Ibrance	Anti-inflammatory	\$204,371	\$9.36	\$15,721	5



LARGE CLAIMANTS

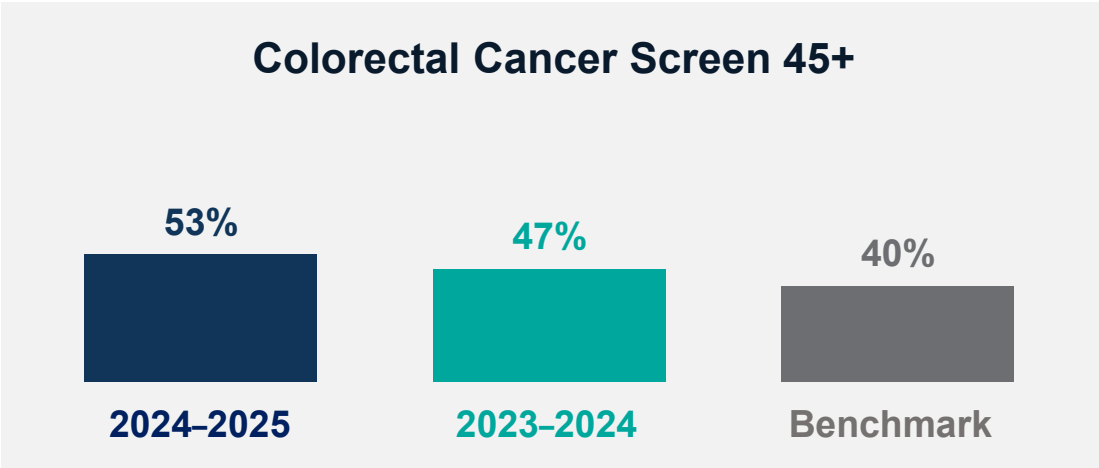
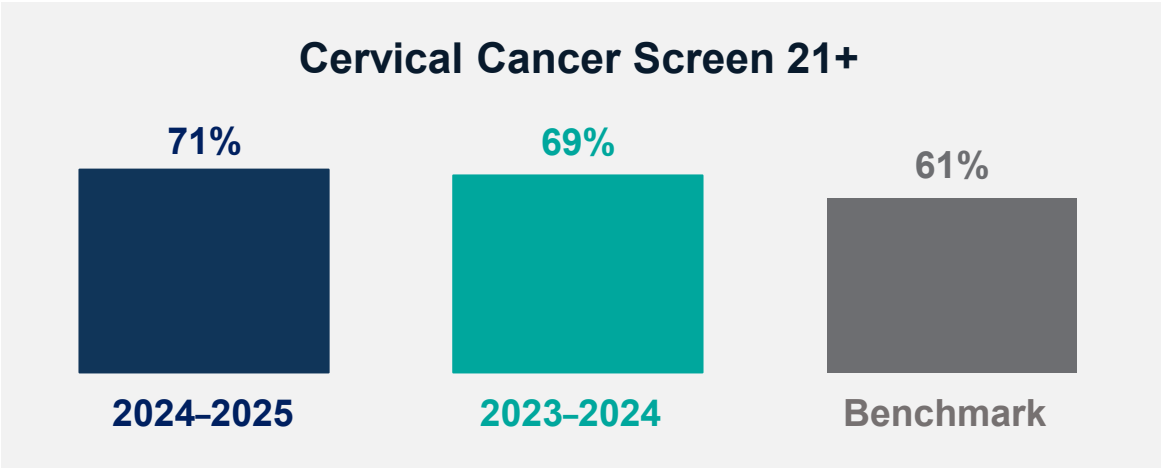
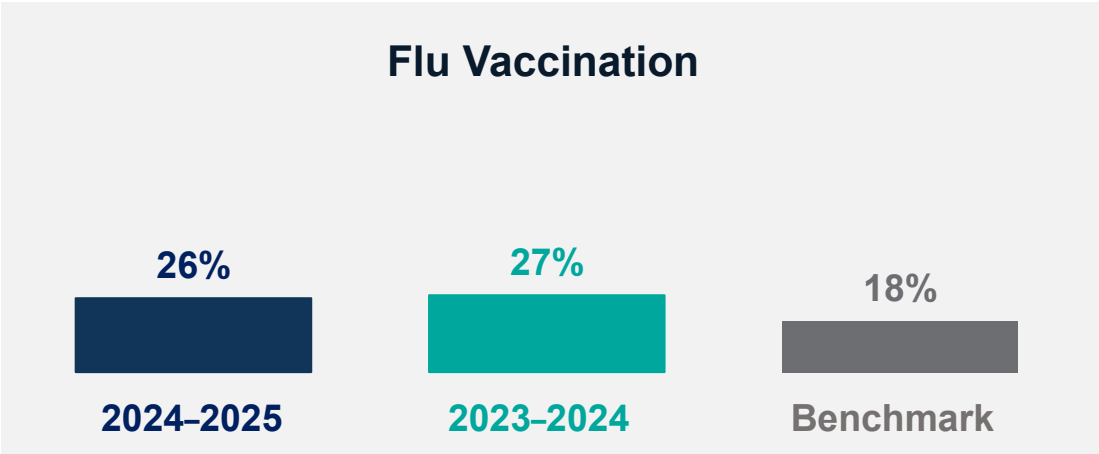
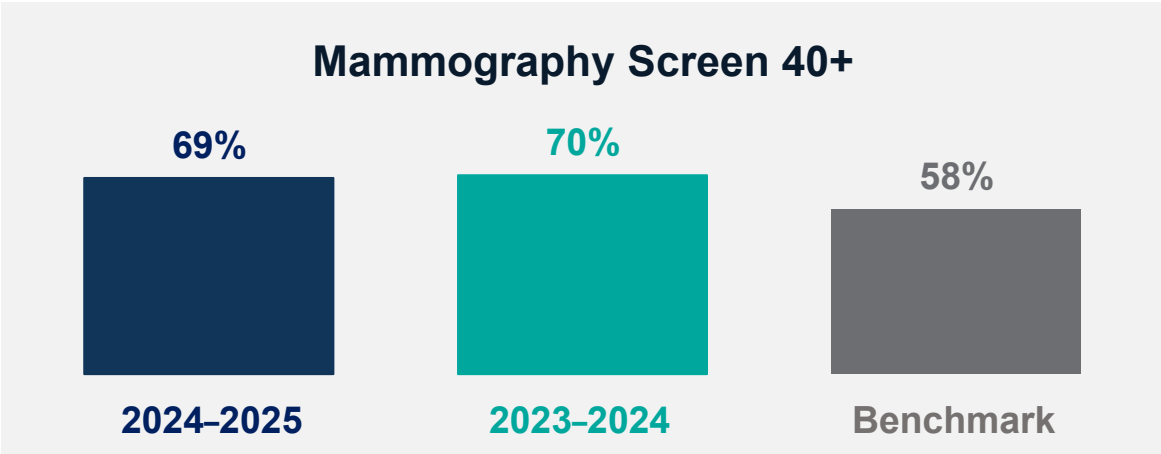
Top 10	Medical Paid	Pharmacy Paid	Total Paid
Soft Tissue Cancer	\$58,226	\$571,870	\$630,096
Metabolic Disorder	\$387,461	\$228	\$387,689
Spinal Cancer	\$367,870	\$496	\$368,366
Neurological Disorder	\$15,263	\$293,016	\$308,279
Lung Cancer	\$218,918	\$55,008	\$273,926
Gynecological Disorder	\$18,078	\$219,266	\$237,344
Cardiac Disorder	\$164,751	\$69,232	\$233,983
Musculoskeletal Disorder	\$228,094	\$237	\$228,331
Cardiac Disorder	\$9,750	\$217,835	\$227,585
Renal/Urologic Disorder	\$217,391	\$7,566	\$224,957



STATS

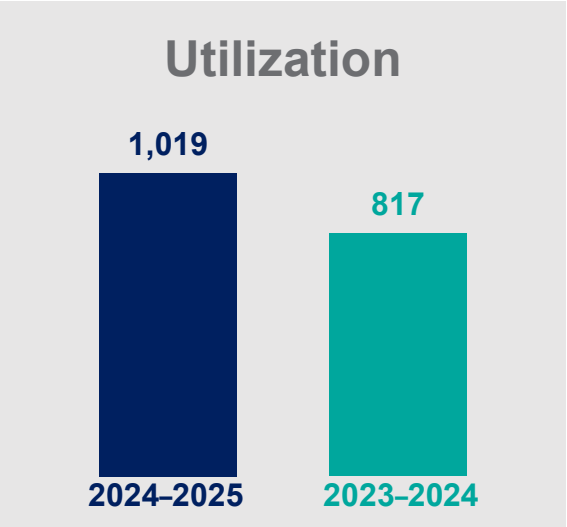
	2024-2025	2023-2024
Threshold	\$50,000	\$50,000
Number of claimants	68	75
Average cost	\$130,743	\$138,086

PREVENTIVE EXAMS



TELADOC

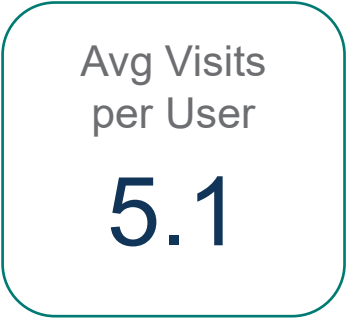
TELADOC



Avg Paid / Service	2024-2025	2023-2024
General Medicine	\$55	\$51
Mental Health	\$101	\$93
Dermatology	\$68	\$68

Top Dx: General Medicine
Sinusitis
Upper Respiratory Infection
Viral Infections
Urinary Tract Infections
Eye Infection/Inflammation

Mental Health



Age Range	Visits
16-29	42%
30-39	29%
40-49	12%
50-59	14%
60-65	3%

Top Dx: Mental Health
Generalized Anxiety Disorder
Major Depressive Disorder
Adjustment Disorders (Various)
Body Dysmorphic Disorder
Anxiety Disorder, Unspecified

EAP UTILIZATION

COMPSYCH: EAP SERVICE

116 total member engagement
(7/1/24–6/30/25)

Categories of service

- Counseling/Behavioral Health: 90
- Family Source: 8
- Financial Connect: 2
- Health and Well-Being: 3
- Health Care Navigation: 0
- Legal Connect: 13

AWARE VIRTUAL PHYSICAL THERAPY

AWARE HEALTH TELEHEALTH PHYSICAL THERAPY

100 Scottsdale Unified School District members have used Aware Health, totaling **542** visits

Prior to Using Aware Health...

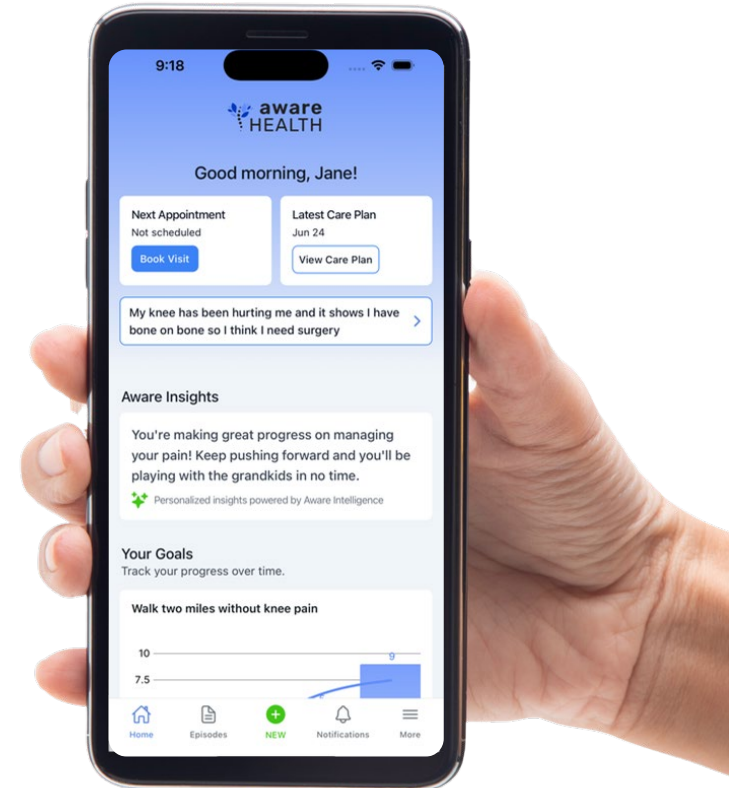
- **43** members considered **surgery**
- **37** members considered **imaging**
- **77** members considered **in-person physical therapy**.

By choosing Aware Health, an estimated...

- **\$427,083** was avoided in **surgery** costs
- **\$8,505** was avoided in **imaging** costs
- **\$42,582** was avoided in **in-person physical therapy** costs

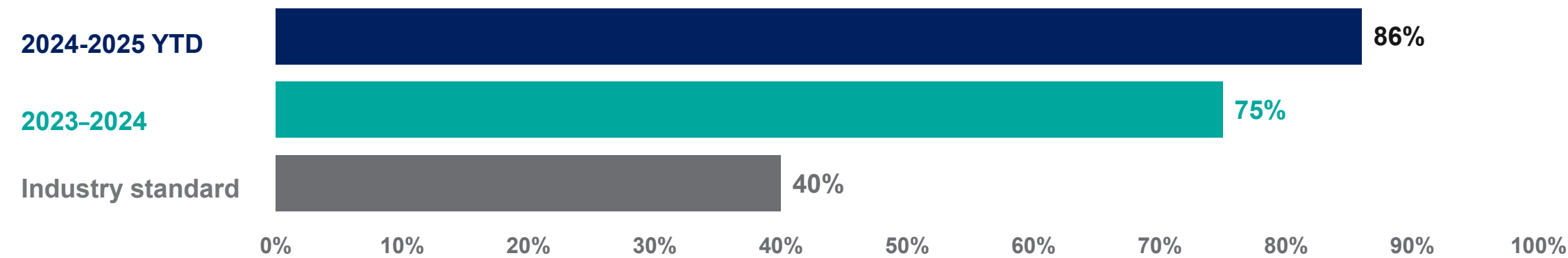
Estimated YTD Savings Impact = \$478K

Here's what SUSD members have to say: "I got the help I needed to improve my shoulder. I was guided in the right direction and had weekly meetings to see how I progressed. **Hands down I would highly recommend this service to anyone.**"



NURSE NAVIGATORS

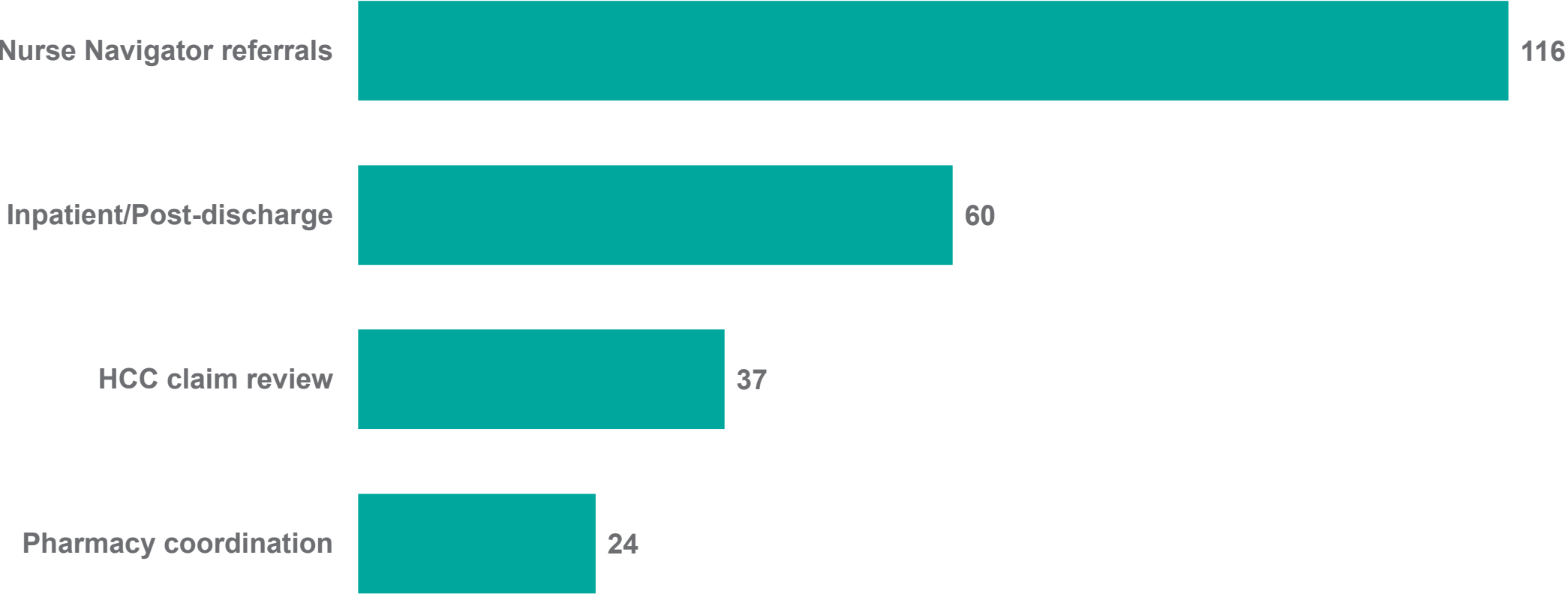
PARTICIPANT ENGAGEMENT



Total Engagement	224
Total Cases	261

Industry standard engagement rates average from 30–50% depending on the type of services offered by the program

SERVICE CATEGORY



SUCCESS STORIES



Member savings→ A member's cancer-related claim was initially denied due to incorrect billing codes. The Nurse Navigator worked with UMR and the provider to correct the error, ensuring the claim was approved and avoiding any out-of-pocket expense for the member.



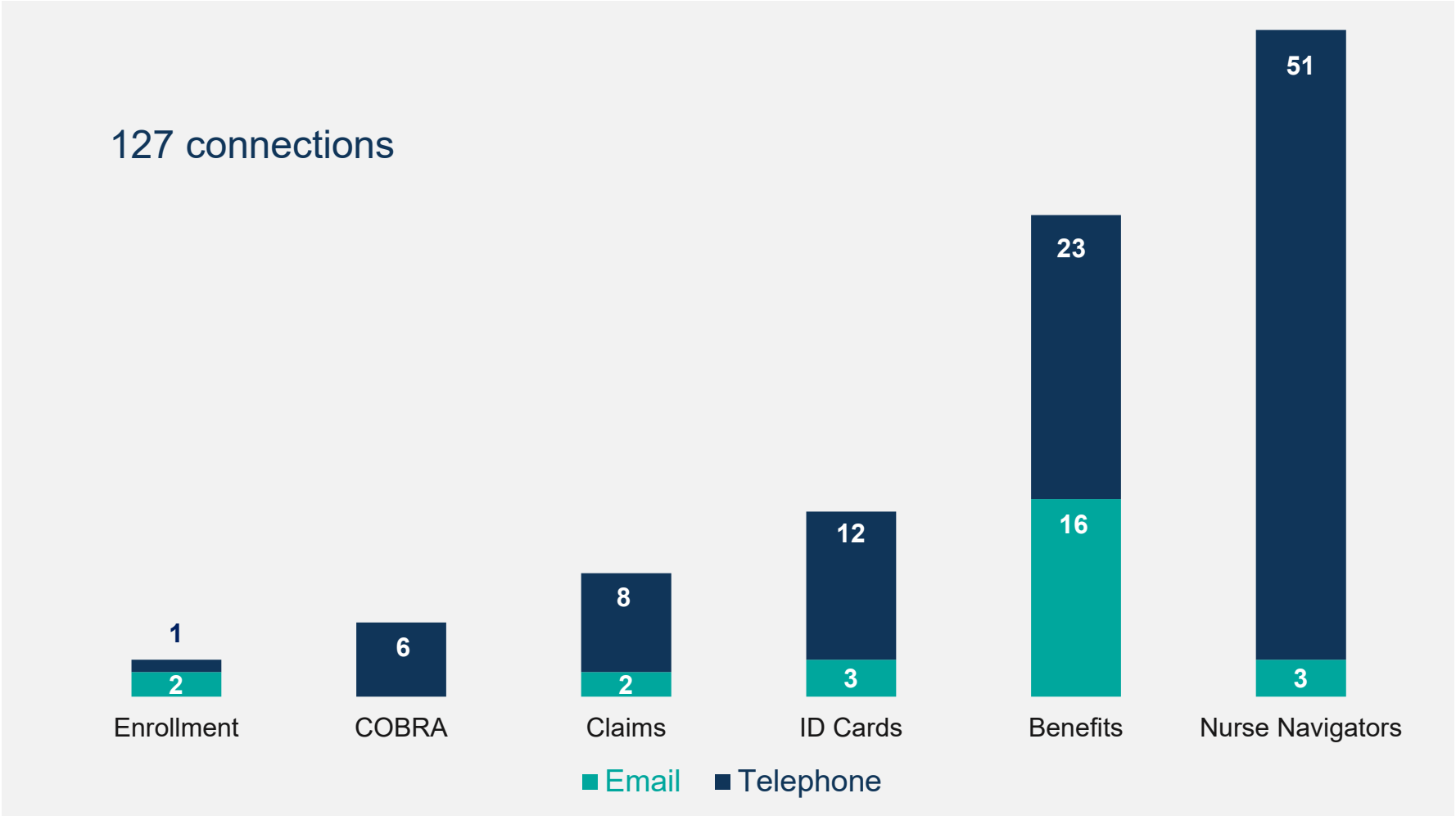
Member advocacy→ A Nurse Navigator supported a member with a partially approved prior authorization for surgery. The nurse facilitated communication between the member and UMR, clarifying the reasons for partial approval and providing resources for a potential appeal. As a result, the member secured full coverage for the surgery.



Care coordination support→ A member needed multiple medications from a compounding pharmacy but was referred out of network. The member contacted Nurse Navigators for alternative options and received a referral to an in-network pharmacy that could provide all the required medications.

PARTICIPANT ADVOCATES

CORRESPONDENCE



SAVINGS SCORECARD

SCOTTSDALE USD SAVINGS SCORECARD

Issue	Amount	Recovery/Savings	Date	Support Document
Duplicate billing - BCBS	\$305,751	Recovery	July 2017 - June 2018	BCBS Overpayment Settlement
Phia - Subrogation Recovery	\$169,043	Recovery	July 2017 - June 2024	Phia Recoveries by Class
PBM Audit - MaxorPlus	\$49,005	Recovery	July 2019 - June 2024	MaxorPlus Recovery 2020 CUSD
Performance Guarantees - BCBS	\$7,957	Recovery	July 2018 - June 2019	BCBS Performance Guarantee
Medical audit - BCBS	\$25,122	Recovery	July 2017 - June 2021	Kairos BCBSAZ Audit
Copay Solutions Program - MaxorPlus	\$956,151	Savings	July 2020 - June 2024	Maxor Copay Solutions
Low Value List Program - Maxor Plus	\$692,504	Savings	July 2021 - June 2022	ALL Kairos - Annual Report
Better Choice - Maxor Plus	\$757,021	Savings	July 2022 - June 2024	Kairos - Better Choice Program Savings
UMR Trend Guarantee	\$114,290	Savings	July 2022 - June 2023	2022-2023 UMR Trend Guarantee
NN Program - Savings	\$724,942	Savings	July 2022 - June 2024	Nurse Navigators Savings
Delta Dental Fee Reduction	\$245	Savings	July 2025- June 2026	Fee Negotiation
eHealth Credits	\$500	Savings	July 2023 - June 2024	eHealth Credits
MaxorPlus –RX rebates	\$2,758,814	Savings	October 2023 - June 2025	Contract Savings
PHIA-NQTL analysis	\$2,525	Savings	July 2024-June 2025	Analysis
Total	\$6,563,870			

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

- **Highlights**

- Medical claim spend decreased overall 17%
- Pharmacy claims remained almost even with last years spend seeing a slight decrease
- SUSDA Aware participation and utilization are performing exceptionally well
- Cancer related claims have reduced by \$1.1M over last plan year

- **Updates**

- Scottsdale Robotics, and AZGYN contracted directly with Kairos as preferred vendors
- Aware on-site visit scheduled 9/25/25
- Strategic Board Retreat 10/9/25
- Benefits Insight 10/23/25

- **Recommendations**

- Encourage annual well checks, cancer screenings
- Encourage engagement of Aware Virtual Physical Therapy
- Continue to reinforce the value and expertise of the Nurse Navigators

THANK YOU!

Information:

Scottsdale Unified School District Trust Financial Update

Submitted by:

Shannon Crosier, Chief Financial Officer/ Trust Administrator

RECOMMENDATION:

Shannon Crosier, Chief Financial Officer/ Trust Administrator will present a review of the investment accounts for Fiscal Year 2024-2025 as of June 30, 2025 and Fiscal Year 2025-2026 as of August 31, 2025. Wells Fargo will then follow up with a financial market forecast.

Self-Insurance Trust Balances

Fiscal Year 2024-2025

As of June 30, 2025

Checking

	Medical Insurance	Property/Casualty	Workmans Comp	Total
Beginning Balance (July 1, 2024)	\$ 240,061.16	\$ 58,311.34	\$ 1,166,865.46	\$ 1,465,237.96
Revenue YTD	\$ 21,372,479.58	\$ 4,127,914.00	\$ 492,080.94	\$ 25,992,474.52
Expenditures YTD	\$ 18,823,658.31	\$ 2,822,750.00	\$ 996,162.77	\$ 22,642,571.08
Ending Balance	\$ 2,788,882.43	\$ 1,363,475.34	\$ 662,783.63	\$ 4,815,141.40
				\$ 6,391,463.91

Investment Accounts

	Medical Insurance	Property/Casualty	Workmans Comp	Total
Beginning Balance (July 1, 2024)	\$ 16,287,939.73	\$ 4,818,049.73	\$ 7,030,312.33	\$ 28,136,301.79
Deposits & Withdraws	\$ 709,977.33	\$ (2,039,994.28)	\$ 99,562.24	\$ (1,230,454.71)
Interest	\$ 58,435.50	\$ 9,917.29	\$ 10,022.77	\$ 78,375.56
Mutal Funds Dividends	\$ 541,096.75	\$ 71,342.45	\$ 228,278.71	\$ 840,717.91
Ending Balance	\$ 17,597,449.31	\$ 2,859,315.19	\$ 7,368,176.05	\$ 27,824,940.55
Total All Accounts	\$ 20,386,331.74	\$ 4,222,790.53	\$ 8,030,959.68	\$ 32,640,081.95

Year-Over-Year Balance Change	\$ 3,858,330.85	\$ (653,570.54)	\$ (166,218.11)	\$ 3,038,542.20
Balance as of 7-1-2021	\$ 32,154,972.34	\$ 9,643,730.58	\$ 8,265,738.96	\$ 50,064,441.88
Change as of 7-1-2024	\$ (11,768,640.60)	\$ (5,420,940.05)	\$ (234,779.28)	\$ (17,424,359.93)
Premium	\$ 22,219,119.00	\$ 2,358,995.00	\$ 913,306.00	
Minimum	\$ 15,000,000	\$ 2,358,995	\$ 913,306	
Maximum	\$ 26,551,703	\$ 4,717,990	\$ 1,826,612	
Minimum Regulation	\$ 15,000,000	1 Year Premium	1 Year Premium	
Maximum Regulation	1.5 X Yearly Premium	2 Year Premium	2 Year Premium	

Self-Insurance Trust Balances

Fiscal Year 2024-2025

As of August 31, 2025

Checking

	Medical Insurance	Property/Casualty	Workmans Comp	Total
Beginning Balance (July 1, 2025)	\$ 2,788,882.43	\$ 1,363,475.34	\$ 662,783.63	\$ 4,815,141.40
Revenue YTD	\$ 1,651,039.80	\$ 1,631,945.00	\$ 225,076.34	\$ 3,508,061.14
Expenditures YTD	\$ 539,694.26	\$ 2,995,420.00	\$ 877,348.00	\$ 4,412,462.26
Ending Balance	\$ 3,900,227.97	\$ 0.34	\$ 10,511.97	\$ 3,910,740.28
				\$ 6,391,463.91

Investment Accounts

	Medical Insurance	Property/Casualty	Workmans Comp	Total
Beginning Balance (July 1, 2025)	\$ 17,597,449.31	\$ 2,859,315.19	\$ 7,368,176.05	\$ 27,824,940.55
Deposits & Withdraws	\$ (18,866.93)	\$ (1,326,359.67)	\$ (214,200.72)	\$ (1,559,427.32)
Interest	\$ 3,843.50	\$ -	\$ 1,750.01	\$ 5,593.51
Mutal Funds Dividends	\$ 85,786.72	\$ 11,812.98	\$ 37,508.34	\$ 135,108.04
Ending Balance	\$ 17,668,212.60	\$ 1,544,768.50	\$ 7,193,233.68	\$ 26,406,214.78
Total All Accounts	\$ 21,568,440.57	\$ 1,544,768.84	\$ 7,203,745.65	\$ 30,316,955.06

Year-Over-Year Balance Change	\$ 1,182,108.83	\$ (2,678,021.69)	\$ (827,214.03)	\$ (2,323,126.89)
Balance as of 7-1-2021	\$ 32,154,972.34	\$ 9,643,730.58	\$ 8,265,738.96	\$ 50,064,441.88
Change as of 7-1-2025	\$ (10,586,531.77)	\$ (8,098,961.74)	\$ (1,061,993.31)	\$ (19,747,486.82)
Premium		\$ 2,877,769.00	\$ 877,348.00	
Minimum	\$ 12,000,000	\$ 1,000,000	\$ 877,348	
Maximum	\$ 26,551,703	\$ 5,755,538	\$ 1,754,696	
Minimum Regulation	\$ 12,000,000	\$ 1,000,000	1 Year Premium	
Maximum Regulation	1.5 X Yearly Premium	2 Year Premium	2 Year Premium	

Fixed Income Strategy



Scottsdale USD Workers Compensation

Analysis Date: 9/3/2025
Portfolio as of: 8/29/2025
Market Data as of: 8/29/2025

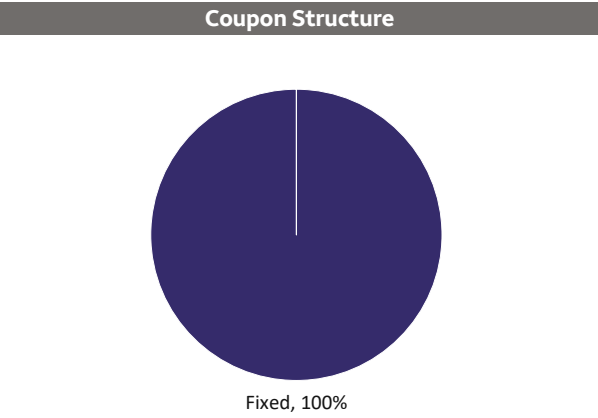
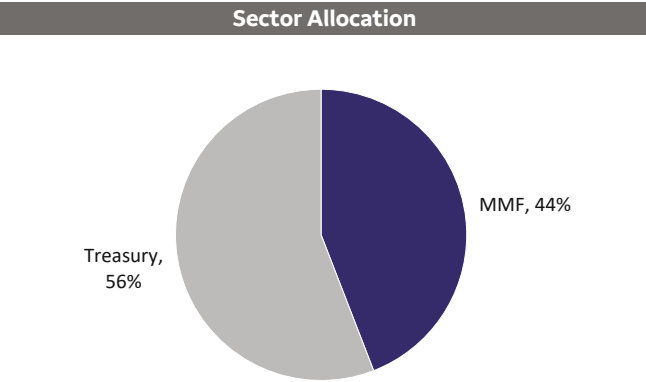
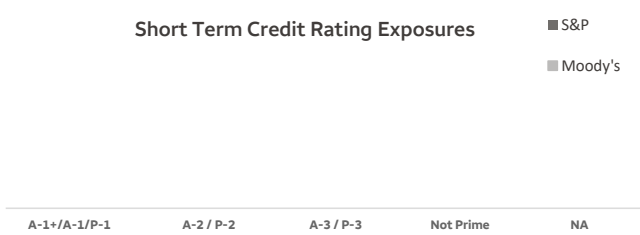
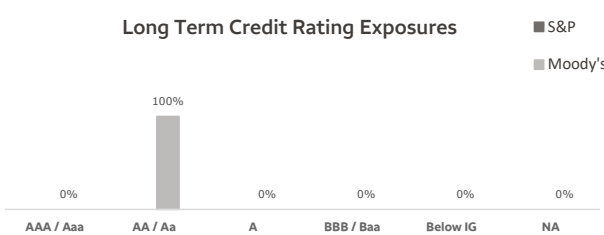
Tyler Tayrien
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Tyler.Tayrien@wellsfargo.com

Portfolio Summary

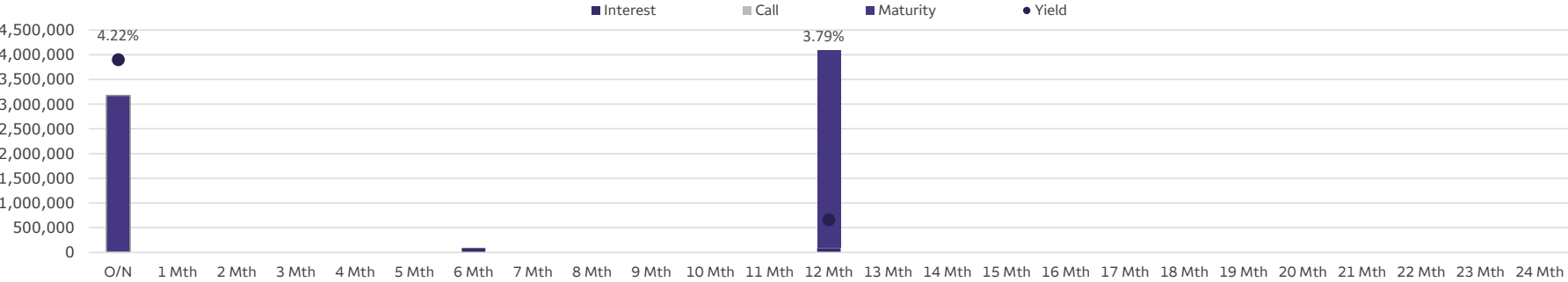
Portfolio Snapshot	
Number of Positions	2
Par (\$000)	7,175
Book Value (\$000)	7,197
Mkt Value w/o Accrd (\$000)	7,193
Unrlzd Gain / Loss (\$000)	(4)
Coupon	4.31

Characteristics	
Book Yield	3.98
Market Yield	4.04
Wgt Avg Maturity	0.5
Average Life	0.5
Effective Duration	0.5
Effective Convexity	0.0

12M Projected Cash Flow (\$000)	
Overnight Funds Principal	3,175
Overnight Funds Interest	0
Term Securities Principal	4,000
Term Securities Interest	175
Total Cash Flow	7,351



Overnight & Monthly Cash Flows and Yield Runoff



Cash Flow Projections

Time Period	Date	Interest (\$)	Call (\$)	Maturity (\$)	Run Off Yield (%)	Monthly Total (\$)	Cumulative Total (\$)
O/N		367		3,175,421	4.22%	3,175,788	3,175,788
	Sep-25	0	0	0	0.00%	0	3,175,788
	Oct-25	0	0	0	0.00%	0	3,175,788
	Nov-25	0	0	0	0.00%	0	3,175,788
	Dec-25	0	0	0	0.00%	0	3,175,788
	Jan-26	0	0	0	0.00%	0	3,175,788
	Feb-26	87,500	0	0	0.00%	87,500	3,263,288
	Mar-26	0	0	0	0.00%	0	3,263,288
	Apr-26	0	0	0	0.00%	0	3,263,288
	May-26	0	0	0	0.00%	0	3,263,288
	Jun-26	0	0	0	0.00%	0	3,263,288
	Jul-26	0	0	0	0.00%	0	3,263,288
Year 1	Aug-26	87,500	0	4,000,000	3.79%	4,087,500	7,350,788

Fixed Income Strategy



Scottsdale USD Medical

Analysis Date: 9/3/2025
Portfolio as of: 8/29/2025
Market Data as of: 8/29/2025

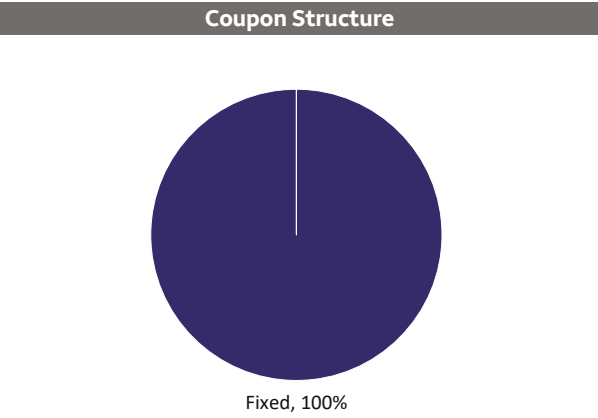
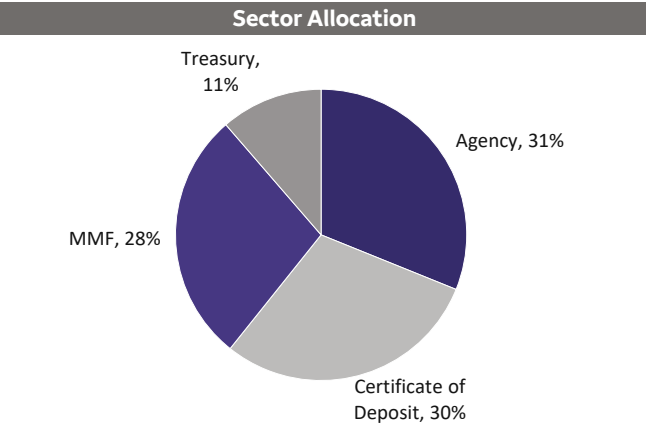
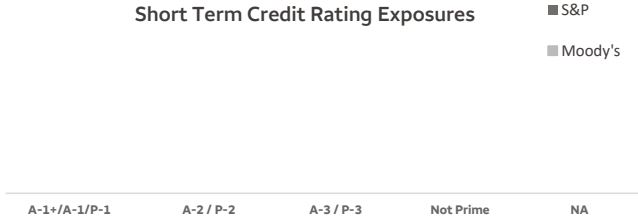
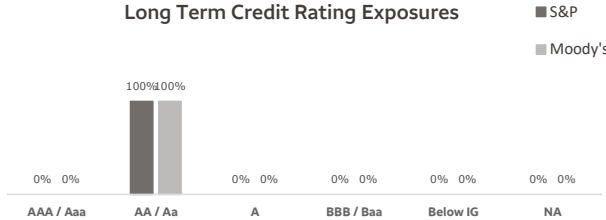
Tyler Tayrien
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Portfolio Summary

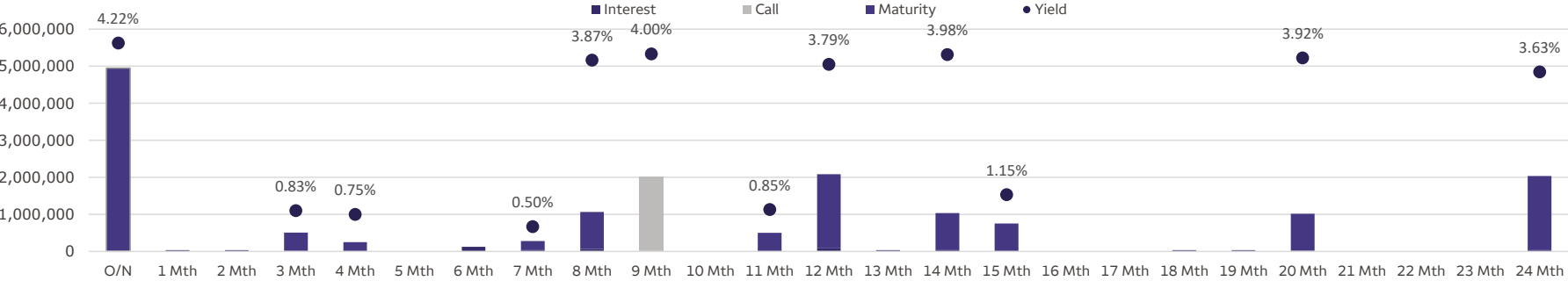
Portfolio Snapshot	
Number of Positions	26
Par (\$000)	17,697
Book Value (\$000)	17,722
Mkt Value w/o Accrd (\$000)	17,668
Unrlzd Gain / Loss (\$000)	(54)
Coupon	3.67

Characteristics	
Book Yield	3.56
Market Yield	3.99
Wgt Avg Maturity	1.0
Average Life	0.9
Effective Duration	0.9
Effective Convexity	(0.1)

12M Projected Cash Flow (\$000)	
Overnight Funds Principal	4,947
Overnight Funds Interest	1
Term Securities Principal	6,500
Term Securities Interest	412
Total Cash Flow	11,860



Overnight & Monthly Cash Flows and Yield Runoff



Cash Flow Projections

Time Period	Date	Interest (\$)	Call (\$)	Maturity (\$)	Run Off Yield (%)	Monthly Total (\$)	Cumulative Total (\$)
O/N		572		4,946,506	4.22%	4,947,078	4,947,078
	Sep-25	33,146	0	0	0.00%	33,146	4,980,224
	Oct-25	36,708	0	0	0.00%	36,708	5,016,933
	Nov-25	7,635	0	500,000	0.83%	507,635	5,524,568
	Dec-25	2,052	0	250,000	0.75%	252,052	5,776,620
	Jan-26	3,083	0	0	0.00%	3,083	5,779,703
	Feb-26	121,896	0	0	0.00%	121,896	5,901,599
	Mar-26	32,833	0	250,000	0.50%	282,833	6,184,433
	Apr-26	65,792	0	1,000,000	3.87%	1,065,792	7,250,224
	May-26	25,302	2,000,000	0	4.00%	2,025,302	9,275,526
	Jun-26	990	0	0	0.00%	990	9,276,516
	Jul-26	2,177	0	500,000	0.85%	502,177	9,778,693
Year 1	Aug-26	80,833	0	2,000,000	3.79%	2,080,833	11,859,526
	Sep-26	31,771	0	0	0.00%	31,771	11,891,297
	Oct-26	35,333	0	1,000,000	3.98%	1,035,333	12,926,630
	Nov-26	5,146	0	750,000	1.15%	755,146	13,681,776
	Dec-26	833	0	0	0.00%	833	13,682,610
	Jan-27	833	0	0	0.00%	833	13,683,443
	Feb-27	37,083	0	0	0.00%	37,083	13,720,526
	Mar-27	31,771	0	0	0.00%	31,771	13,752,297
	Apr-27	15,396	0	1,000,000	3.92%	1,015,396	14,767,693
	May-27	0	0	0	0.00%	0	14,767,693
	Jun-27	0	0	0	0.00%	0	14,767,693
	Jul-27	0	0	0	0.00%	0	14,767,693
Year 2	Aug-27	36,250	0	2,000,000	3.63%	2,036,250	16,803,943
	Sep-27	30,938	0	1,500,000	3.62%	1,530,938	18,334,880
	Oct-27	0	0	0	0.00%	0	18,334,880
	Nov-27	0	0	0	0.00%	0	18,334,880
	Dec-27	0	0	0	0.00%	0	18,334,880
	Jan-28	0	0	0	0.00%	0	18,334,880
	Feb-28	0	0	0	0.00%	0	18,334,880
	Mar-28	0	0	0	0.00%	0	18,334,880
	Apr-28	0	0	0	0.00%	0	18,334,880
	May-28	0	0	0	0.00%	0	18,334,880
	Jun-28	0	0	0	0.00%	0	18,334,880
	Jul-28	0	0	0	0.00%	0	18,334,880
Year 3	Aug-28	0	0	0	0.00%	0	18,334,880

Fixed Income Strategy



Scottsdale USD Property & Casualty

Analysis Date: 9/3/2025
Portfolio as of: 8/29/2025
Market Data as of: 8/29/2025

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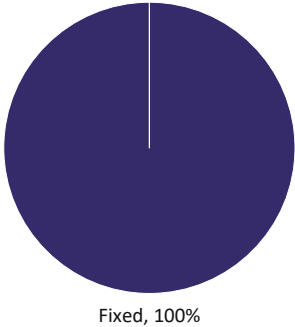
Portfolio Summary

Portfolio Snapshot	
Number of Positions	2
Par (\$000)	1,553
Book Value (\$000)	1,553
Mkt Value w/o Accrd (\$000)	1,544
Unrlzd Gain / Loss (\$000)	(9)
Coupon	1.99

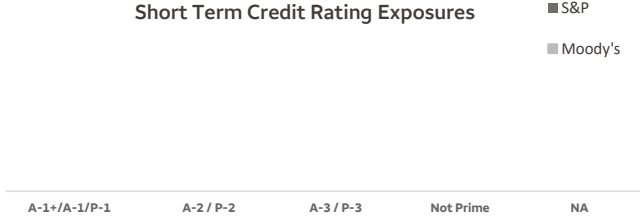
Characteristics	
Book Yield	1.99
Market Yield	4.36
Wgt Avg Maturity	0.2
Average Life	0.2
Effective Duration	0.2
Effective Convexity	0.0

12M Projected Cash Flow (\$000)	
Overnight Funds Principal	553
Overnight Funds Interest	0
Term Securities Principal	1,000
Term Securities Interest	3
Total Cash Flow	1,557

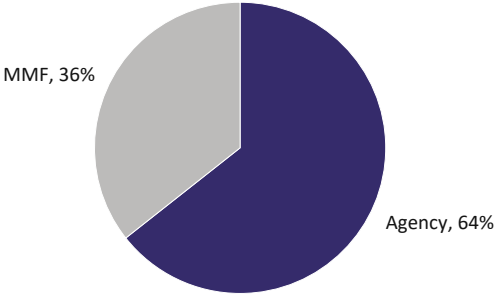
Coupon Structure



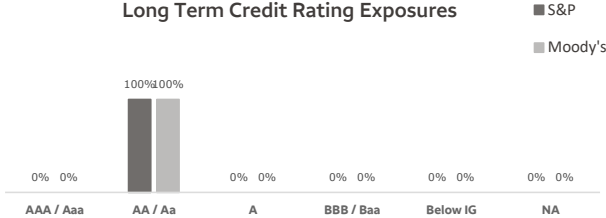
Short Term Credit Rating Exposures



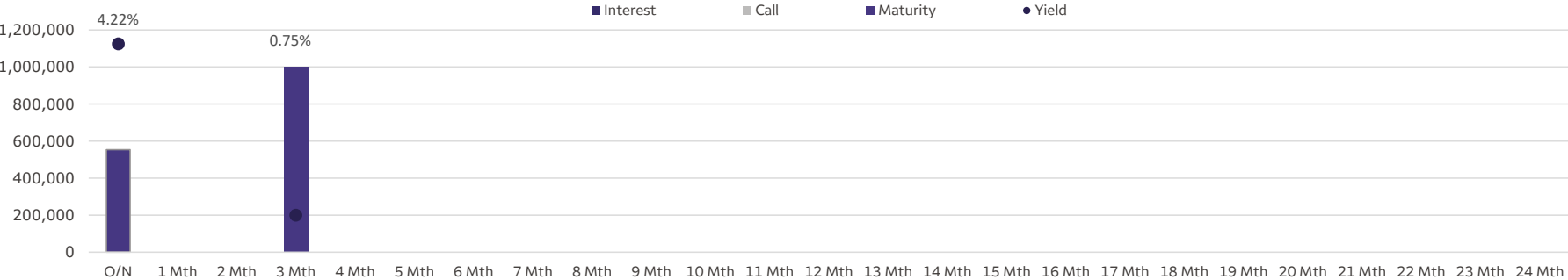
Sector Allocation



Long Term Credit Rating Exposures



Overnight & Monthly Cash Flows and Yield Runoff



Cash Flow Projections

Time Period	Date	Interest (\$)	Call (\$)	Maturity (\$)	Run Off Yield (%)	Monthly Total (\$)	Cumulative Total (\$)
O/N		64		553,457	4.22%	553,521	553,521
	Sep-25	0	0	0	0.00%	0	553,521
	Oct-25	0	0	0	0.00%	0	553,521
	Nov-25	3,125	0	1,000,000	0.75%	1,003,125	1,556,646
	Dec-25	0	0	0	0.00%	0	1,556,646
	Jan-26	0	0	0	0.00%	0	1,556,646
	Feb-26	0	0	0	0.00%	0	1,556,646
	Mar-26	0	0	0	0.00%	0	1,556,646
	Apr-26	0	0	0	0.00%	0	1,556,646
	May-26	0	0	0	0.00%	0	1,556,646
	Jun-26	0	0	0	0.00%	0	1,556,646
	Jul-26	0	0	0	0.00%	0	1,556,646
Year 1	Aug-26	0	0	0	0.00%	0	1,556,646

Strategy Group Contact Information

Name	Title	Phone	Email
Corporate & Public Entity Strategy			
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Depository Strategy			
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Generalist Strategy			
Will Fisher	Executive Director	(704) 410-6239	william.fisher@wellsfargo.com
Jonathan O'Hanlon	Executive Director	(704) 410-3853	jonathan.ohanlon@wellsfargo.com
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